

Ohio University Faculty Senate
Monday, March 13, 2017
Margaret M. Walter Hall, Room 135, 7:10pm
Meeting Minutes DRAFT

Meeting called to order by Joe McLaughlin (Faculty Senate Chair) at 7:10PM

In attendance

Group I

- *College of Arts and Sciences*: J. Andrews, D. Clowe, K. Hicks, G. Kessler, N. Manring, J. McLaughlin, R. Muhammad, P. Patton, H. Perkins, N. Reynolds, B. Schoen, D. Tees
- *College of Business*: R. Thacker
- *College of Fine Arts*: C. Buchanan, K. Geist, D. Thomas
- *College of Health Sciences and Professions*: R. Brannan, A. Sergeev
- *Heritage College of Osteopathic Medicine*: S. Williams, J. Wolf
- *Patton College of Education*: G. Brooks, S. Helfrich, K. Machtmes
- *Regional Campus – Chillicothe*: Allison White
- *Regional Campus – Eastern*:
- *Regional Campus – Lancaster*:
- *Regional Campus – Southern*: O. Carter
- *Regional Campus – Zanesville*: J. Taylor, Amy White
- *Russ College of Engineering*: D. Arch, J. Cotton, D. Masel, G. Weckman
- *Scripps College of Communication*: A. Babrow, B. Bates, T. Roycroft [sub for F. Lewis]
- *Voinovich School of Leadership and Public Affairs*: N. Kruse Daniels [sub for A. Ruhil]

Group II and Clinical

- *Clinical*: J. Balbo
- *College of Arts and Sciences*: D. Duvert, C. Schwirian
- *College of Business*:
- *College of Health Sciences and Professions*: M. Clevidence
- *Regional Higher Education*: T. Pritchard

Excused: T. Barnett, S. Carson, H. Castillo, A. Chadwick, S. Gradin, A. Hibbitt, G. Holcomb [FFL], S. Inman, A. Rosado Feger, A. Ruhil [FFL], C. Snyder, K. Spiker, C. Thomas-Maddox

Absent: A. Houston [sub for G. Holcomb], F-C. Jeng, C. Wolf

MEETING AGENDA

- I Interim President David Descutner and EVPP Pam Benoit
 - II Roll Call and Approval of the February 6, 2017 Minutes
 - III Chair's Report – Joe McLaughlin
 - Updates and Announcements
 - Dean's Evaluation
 - Faculty Senate Elections
 - Coalition on Intercollegiate Athletics (COIA) representative – Chris Schwirian
 - Ohio Faculty Council Report
 - Policy Review – Current Handbook, Website, and “Editorial” Decisions
 - **Upcoming Senate Meeting: April 3, 2017, 7:10PM, Walter Hall 235**
 - IV Executive Committee – Joe McLaughlin
 - a. Sense of the Senate Resolution to Commend the Board of Trustees on the Administration of the Presidential Search—First Reading
 - V Educational Policy & Student Affairs Committee – Charles Buchanan
 - a. Resolution on Academic Participation and Changes to “F” and “W” Grades—First Reading
 - VI Finance & Facilities Committee – Susan Williams
 - a. Presentation on Changes to Benefits – Colleen Bendl, Chief Human Resources Officer and Greg Fialko, Senior Human Resources Director
 - VII Promotion & Tenure Committee – Ben Bates
 - VIII Professional Relations Committee – Sherrie Gradin
 - IX New Business
 - X Adjournment
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I. Interim President David Descutner

- ❖ Topic 1: Student Protests. Descutner first introduced Ohio University Chief of Police Andrew Powers. Descutner's presentation addressed topics related to spontaneous protests. OHIO has successfully managed spontaneous protests over the years without incident. However, protests are usually fueled by emotions of the moment. As such, OHIO must ensure the safety of protestors and passersby. Protests typically require rapid response; early intervention is necessary to keep things from getting out of control. OUPD has experience in managing these protests and consults with various entities regarding protests; they also consult Legal Affairs. Descutner noted that OUPD may have to intervene when protests on campus interfere with academic activities. OHIO administration is currently in the process of reviewing existing policies and procedures. The goals are to put together guidelines (that will be reviewed by Legal Affairs) and to create a brochure and website for dissemination to the OHIO community. Descutner emphasized that it is not OHIO's intent to shut down civil discourse – yet our first priority is the safety of the students and the members of the OHIO community. Protestors are not considered adversaries; we all have the same goal of fostering discussion and debate while simultaneously ensuring the safety of everyone.

- ❖ Topic 2: Sanctuary Campus. Descutner explained that he was at the IUC meetings recently with (past) President McDavis. There was a long discussion at the meetings about sanctuary campuses. President of the IUC Bruce Johnson was in attendance. During the meetings, there was an explicit warning to the university representatives; there will be sanctions for campuses who declare themselves sanctuary campuses. Descutner believes that OHIO would risk the university and its funding if OHIO declares itself a sanctuary campus.

Questions and Discussions

- **Senator Perkins** asked if OHIO still has a free speech zone on campus. **Powers** indicated that OHIO does not in the sense of having one place on campus that is specifically designated as a free speech zone. Powers stated that OUPD does sometimes designate a space near a protest area that may be less likely to interfere with the functions of the university.
- **A senator** asked about what information will be included in the brochure. **Powers** stated that OHIO encourages and defends free speech yet there are limits to how those rights can be exercised in terms of time, place, and manner. Powers noted that he is increasingly concerned about protests that span the political spectrum; OHIO has to respond the same way no matter the content. Everyone should be treated equally. Powers also noted that protests cannot disrupt the flow of traffic. While outdoor areas are fairly open, there are often other parameters to consider when protests occur indoors. As such, the guidelines are intended to be informative about places where protests can and cannot assemble. It will also offer advice for working with the OUPD to help plan the event. Powers remarked that protestors may not know that what they are doing is problematic so information sharing is important. By having a conversation with the OUPD, protestors can get advice for dealing with the OUPD during the event. Powers also noted that there will be a section in the brochure explaining what will happen if protestors decide to engage in civil disobedience (i.e., get arrested).
- **Senator Patton** thanked the administration for the email sent out to the OHIO community regarding the February protests. The senator asked for clarification regarding the policies about calling in Ohio state troopers. Specifically, when does OHIO involve outside law enforcement? **Descutner** noted that one idea Chief Powers suggested is to identify people trained in de-escalation to ensure a peaceful, legal protest that is also visible and vigorous. **Powers** stated that there is a misperception that outside law enforcement officers escalate the situation. They are simply there to give OUPD more personnel; the state troopers are acting under the direction of the OUPD. Powers noted that the more officers it has, the less likely it is that OUPD will be required to use force. The extra personnel decreases the likelihood that the situation will escalate.
- **Senator Andrews** remarked that it is essential that someone from Student Affairs be present during protest situations. As such, the guidelines must address what failed last time: the absence of administrators. **Descutner** responded by explaining that it is difficult with spontaneous protests to guarantee the presence of an administrator; this may not always be possible. Descutner also noted that the point is a fair criticism.
- **Senator Amy White** asked if the policy would also apply to regional higher education campuses. Executive Dean for Regional Higher Education **Bill Willan** stated that he anticipates the policy would also apply to regional campuses. **Descutner** noted that it is important to take the matter to the regional campuses; OHIO should take all constituencies into consideration.
- **Faculty member Ziad Abu-Rish** thanked the administration for their efforts and asked three questions. First, is there a policy in place about when are outside law enforcement officers are called in and when are they not called in? Second, is there anyway for formal input by students and faculty to help formulate the guidelines? Third, what is the nature of cooperation between OHIO and federal authorities? **Powers** first explained that calling in outside law enforcement

officers is by his discretion. He does so when he feel the situation needs additional support. Powers further explained that, on the night in February, he had no idea what OUPD would be dealing with. As such, he did what he thought was appropriate based on his judgement. With respect to sharing information with federal authorities, Powers stated that OHIO has only engaged federal officials twice on an immigration issue during his eight years of service. In both situations, the person committed a crime of violence. In both cases, federal immigration was not interested in prosecution. Powers noted that intelligence sharing is more informational than anything else. For example, there was a briefing after the Ohio State University incident.

- **Senator Patton** expressed appreciation for learning more about the policies and asked if anyone in the Office of the Dean of Students was called during the February 2017 protests. Specicially, is calling an official representative from the Office a regular practice for spontaneous protests? **Powers** explained that he finds himself in a difficult situation because he essentially has two obligations. Specifically, OUPD serves the university as well as has statutory obligations by law. During the February protests, the gathering vastly exceeded the capacity of the space. At the end of the day, OUPD needed to get that particular space back to normal operations. If the protest had occurred outside such as on the College Green or in the area of the Scripps Amphitheater, it would have been a different situation. However, the protest occurred inside. As such, Powers noted that he cannot turn over responsibility for that scene to someone else because he has a statutory responsibility as an officer of the law. **Senator Patton** asked if Powers is contacting administration at the same time as handling the protests. **Powers** said yes; he notifies OHIO administration. There is typically a series of phone calls. It also takes an hour or two to get resources mobilized. At that time, OUPD is also notifying administrators.
- With reference to issues related to space capacity, **Senator Allison White** asked if faculty would be uanble address the protesters given the legal issues involved. Powers stated that faculty would be able to address the protesters in that particular situation yet he is unable to negotiate the terms of the occupancy of the particular space. If a faculty member were present who could make the protesters listen, he would have welcomed that.
- **Faculty member Ziad Abu-Rish** asked if faculty could provide input / suggestions for the guidelines. **Descutner** noted that there is some urgency to reviewing guidelines, but there will be faculty input. Descutner remarked that we should take the time to get it right. There will be a number of constinences who will provide input. **Powers** added the Joint Police Advisory Council includes representatives from all senates (i.e., Student, Faculty, and Classified); they have had input on the guidelines as well. **McLaughlin** shared that the Faculty Senate representative is Carey Snyder; he encouraged Senators to contact her with input or questions.

I. EVPP Benoit

- ❖ Topic 1: Governor's 2018-19 Executive Budget Proposal. Benoit described topics in the Governor's budget.
 - *Textbooks.* The proposal puts a \$300 limit per year per student for textbooks, which includes both textbooks and all course materials. Previous surveys conducted by OHIO suggest that students spend approximately an average of \$1,034 per year on textbooks. The proposal would allow universities to raise tuition by \$300 to cover the costs. All books and course materials exceeding \$300 per year would then be covered by the University. Benoit estimated that the financial impact to OHIO's budget would be \$14.5M. However, this estimate does not include the infrastructure to deliver textbooks; this would likely to cost another \$1.6M - \$1.9M. Benoit noted that higher education institutions across the state are not in favor of this proposal. While institutions tend to agree that textbooks are expensive (especially when students are required to buy access codes for online material) and should be addressed, the proposal would be very difficult to implement. If

passed, it would not be implemented until 2019. IUC is developing alternatives to suggest to the legislature. OHIO has already initiated several alternatives such as the Alt-Textbook initiative.

- *College Credit Plus*. The proposal also requires institutions to provide textbooks and courses materials for the College Credit Plus program, The proposal allows universities to charge no more than \$10 per credit hour per student. If passed, OHIO anticipates this would cost OHIO \$300k per year. This will most likely have the most impact on regional higher education. Benoit noted that it is likely that this will be approved. Benoit stated that school districts do not want to pay for textbooks. **Dean Bill Willen** noted that this cost would be considerable to RHE's budget.
- ❖ **Topic 3: State of Ohio Bill about Tenure**. A State of Ohio bill about tenure is likely to be forthcoming. It has yet been introduced but there is a memo asking for legislatures to sign onto the bill. The bill is coming from State Representative Kristina Roegner (Republican), District 37. The bill will prohibit continuation of tenure systems at all public universities in the state of Ohio for newly hired faculty. Communications from Roegner argue that tenure has a cost to higher education and is an outdated system. The bill is likely to be similar to those already in place in Missouri and Iowa.
- ❖ **Topic 4: State of Ohio Bill about Teaching**. Another State of Ohio bill is likely to be forthcoming. This bill is from Ron Young (Republican), District 61. This bill will require every tenured faculty member employed at a public university to teach at least three credit hours of undergraduate classes per term. This bill ignores the possibilities that faculty may teach only in graduate programs or may have non-teaching appointments such as research appointments.
- ❖ **Topic 5 OHIO Enrollments**: Benoit stated that there is good news in terms of enrollments. OHIO has a record number of freshman applications as part of the common application; OHIO had 25,856 applications (up 5,690 applications as compared to this time last year). Benoit noted that this is the largest increase among OHIO's peers institutions. Current admits are keeping pace with applications; OHIO has admitted 18,435 students (up 4,033 compared to this time last year). Benoit remarked that diversity and quality indicators very encouraging. However, student housing deposits are down by 6.2% as compared to this time last year. There are a number of reasons for this: common applications, changes to admit policies at other institutions, and financial aid packages.

Questions and Discussions

- **Senator Clowe** asked for clarification about the textbook estimates. Does the estimated costs account for students who sell the textbook back? **Benoit** noted that it does not.
- **A senator** asked about who is responsible for administering the textbook initiative. **Benoit** stated that each university will be responsible; it would likely be administered differently at each university. For OHIO, this would have a cost to the university as well as an impact on the businesses in town.
- **Senator Thomas** asked if OHIO has an estimate for the number for international applicants. **Benoit** stated that OHIO does not have an estimate yet. However, there is some concern about declines for specific programs. OHIO will have an estimate by the next Faculty Senate meeting.
- **Senator Schoen** noted that there is some conversation across campus about dire budget situations and asked if enrollment increases would change those situations. **Benoit** stated that enrollment has a positive impact on OHIO's budget; SSI also has a positive impact. However, the State of OHIO has capped tuition increases at zero. As such, an increase in enrollment does not increase the budget much. Even with more students, OHIO's expenses far outpaces OHIO's revenue. Benoit notes that OHIO is still working to close the gap between expenses and revenue through other measures. The difference between revenue and expenses are partially caused by increases in health care expenses as well as debt associated building repair and maintenance.

II. Roll Call and Approval of the February 6, 2017 Minutes

- ❖ Roll call (J. Wolf)
- ❖ **Patton** moved to approve the minutes, **Bates** seconded. Minutes were approved by a voice vote.

III. Chair's Report (Joe McLaughlin)

❖ Topic 1: Updates and Announcements

- *Dean Evaluations.* The process for the annual dean evaluation is now open. All faculty should have received a link to participate in the feedback process. The link will be open until Friday, March 17 at 5:00PM. McLaughlin encouraged senators to ask colleagues to complete evaluations. McLaughlin also noted that some faculty may receive multiple survey evaluations for different Deans; this is partially due to the increase in the number of dean evaluations this year as compared to last year.
- *Faculty Senate Elections.* McLaughlin stated that Senators did a good job soliciting nominations for Faculty Senate. He believes that we will have some robust and competitive elections – especially for the College of Arts & Sciences and the College of Education. However, there are still some ballots that need additional names. Specifically, there is a need for alternates on the regional campuses as well as nominees for a few colleges. Based upon the census of faculty, there will be one additional senator for the Russ College of Engineering and one fewer for Regional Higher Education - Lancaster. McLaughlin also shared that the Faculty Senate will add three more Group 2 Senators: one from Education, one from Arts & Sciences, and one At Large.
- *Faculty Senate Officer Elections.* In April, Faculty Senators will vote on Faculty Senate Officers. As senators in their sixth year of service, Ben Bates and Sharon Inman will be the nominating committee. **Bates** asked Senators to speak with him or email him at batesb@ohio.edu before the next meeting if any Senator had nominees. **McLaughlin** stated that nominees are likely to be announced before the next meeting.

❖ Topic 2: Coalition on Intercollegiate Athletics (COIA) representative – Chris Schwirian

- Chris Schwirian attended the COIA conference at Wake Forest; 35 faculty of the 60+ faculty reps attended. Some representatives could not attend due to boycotting travel to North Carolina. COIA's statement about who they are is faculty mobilizing faculty to enhance the student athlete experience. COIA's mission is to promote academic excellence, integrity, and student well-being in student athletics.
- Major topics of the conference were the implementation of by-laws, elections, a meeting with an organization consultant, and several presentations. The meeting did not have a quorum, so there were no elections at the meeting. Schwirian remarked that the meeting with the organization consultant was worthwhile but a bit frustrating because the consultant suggested additional recommendations to the by-laws that had just been voted on passed. Schwirian noted that a highlight for him was a presentation by faculty and administrators from the University of North Carolina – Chapel Hill (UNC). UNC in the news years ago because 100s of irregular “paper classes,” which refer to classes that only existed on paper. Student athletes were enrolled in these classes, received good grades, and earned credit. In Fall 2013, UNC brought together a team of campus leaders to do something that they believe no other University had done before: comprehensively document and assess all academic processes that affect student-athletes from the time that they are recruited until after they graduate. (See report [online](#).) These might be a model of best practices.
- McLaughlin remarked that he believes is important that OHIO continue participate in COIA. He encouraged those interested to speak with Schwirian representative for additional information.

- ❖ Topic 3: Ohio Faculty Council Report
 - McLaughlin mentioned that the Faculty Senate should keep it's eyes on the “tenure bill” being proposed in the State of Ohio House.
 - McLaughlin shared that Beth Quitslund was elected Vice-Chair of Ohio Faculty Council. She will be part of the team testifying before the legislature about the tenure bill.
- ❖ Topic 4: Policy Review – Current Handbook, Website, and “Editorial” Decisions
 - McLaughlin stated that there have been updates to the “current handbook” available online that will reflect recent changes to policy as passed by the Faculty Senate. In the past, changes have only occurred once per year. It will now be updated more frequently in line with changes as they become official. We will take a snapshot each year for historical records.
- ❖ Topic 5: Upcoming Senate Meeting: Monday, April 3, 2017, 7:10PM, Walter Hall 235

Questions and Discussions

- A senator asked for clarification about when another senator is added. **McLaughlin** explained that we look at the total number of faculty and the total number of seats and then determine the number per unit.
- A senator asked for clarification about the eligibility of Officers. **McLaughlin** explained that Faculty Senate Officers must have served as least one year on Faculty Senate to be elected as an Officer.
- A senator asked for clarification about the term of the current officers. **McLaughlin** explained that the current officers will complete the current one-year term and may run again if they opt to do so. McLaughlin and Thomas plan to run again; Hartman does not intend to run again unless no one else volunteers. Hartman encourages others to try. McLaughlin stated that there are no term limits for Officers other than the six-year senate term limit.

IV. Executive Committee (Joe McLaughlin)

- ❖ Sense of the Senate Resolution to Commend the Board of Trustees on the Administration of the Presidential Search —First Reading
 - Sense of the Senate Resolution is offered by the Executive Committee to commend and thank the Board of Trustees for conducting the presidential search in a manner that respected all members of our community and valued their advice.
 - ✓ **Bates** moved to waive the second reading, seconded by **Patton**. Motion to waive second reading was approved by a voice vote.
 - ✓ Sense of the Senate Resolution was approved by a voice vote.
 - Please refer to **Appendix A** for the full-text of the resolution.

Questions and Discussions

- None

V. Educational Policy & Student Affairs Committee (Charles Buchanan)

- ❖ Resolution on Academic Participation and Changes to “F” and “W” Grades—First Reading
 - Resolution is offered by the EPSA to endorse amending Ohio University Policy 12.040 Grade to include (a) F grade confirmation, (b) new WN grade to indicate the student withdrew and never

attended or participated in class, and (c) last known date of participation for withdraw (WP/WF) grades.

- Please refer to **Appendix B** for the full-text of the resolution.

Questions and Discussions

- Buchanan noted that this Resolution is required to make sure OHIO complies with requirements of federal aid.
- A senator asked for clarification about WP and WF. Does the date reflect the date student withdraws or date stopped attending? University Registrar **Debra Benton** stated that this is date the student stopped attending. A senator stated that this needs to be clarified in the resolution.
- A senator asked for clarification about the WN grade. **Benton** said that this is a new grade; it does not influence GPA.
- A senator asked what constitutes participation. **Benton** said that if the student is contacting a professor about course content or participating in a group project, then this would count as participation.
- A senator stated that it is hard to manage large classes. Does this mean tracking every student? **Buchanan** stated that faculty will get an email when a student withdraws. The withdraw date is currently on the grade roster.
- A senator asked if it would be possible to have the withdrawl date on the grade report. **Benton** stated that it is currently on the grade report.
- A senator asked - what problem does this solve. Director of Student Financial Aid and Scholarships **Valerie Miller** explained that OHIO should be adjusting fancial aid for federal student aid recipients if they never withdrew from a course. OHIO is trying to get ahead of this issue based upon what has happened at other schools during audits.
- As senator asked if there is a date after which a student withdraws that there is no effect on financial aid. **Miller** explained that the student is considered to have earned the financial aid after the 60% point of the semester. However, if they withdrew at the 60% point but never attended the course, then this is different.
- A senator explained a hypothetical. Imagine a large course (e.g., 200 people) that only has a midterm and final grade. In this situation, the faculty member would not have a record of when a student stopped attending unless they took attendance. What should the faculty member do? Another **senator** responded by explaining that, if student has taken a midterm, then the student has participated. **McLaughlin** noted that if the student had not taken the midterm, then there is no evidence that the student has ever participated. McLaughlin noted that the resolution states that faculty are expected to make a reasonable effort and should work with the evidence available. McLaughlin reminded Senators that faculty are not required to take attendance in their classes.
- A senator asked if students are better off not attending or going to class then withdrawing. According to the senator, the question is asked for the purpose of advising students. **Benton** asked faculty to advise students to take a course of action that is in the best interest of the student academically. If the student has questions, s/he should contact the Financial Aid Office.
- A senator asked if there is a definition of a full load to qualify for financial aid. **Miller** said that full time is 12 credit hours. As such, students should be advised to do what is best for them while also being truthful about his / her enrollment in the course. Miller also noted that this does not impact many students at all. It is important that OHIO remain in compliance with guidelines in order to continue to offer financial aid to students.
- McLaughlin reminded Senators to send all other questions to Buchanan.

VI. Finance & Facilities Committee (Susan Williams)

- ❖ Topic 1: Park Place. Williams stated that OHIO is still taking feedback about Park Place. The survey was open through March 15. There are a number of interesting ideas that have been shared already.
- ❖ Topic 2: Changes to Benefits. Williams invited Colleen Bendl, Chief Human Resources Officer and Greg Fialko, Senior Human Resources Director, to provide a presentation about changes to benefits. Fialko provided the presentation; it described guiding principles, budget projections, recommendations, and prescription plan changes.
 - Please refer to **Appendix C** for the full-text of the presentation.

Questions and Discussions

- A senator mentioned that the Park Place discussion is not just about the President's Residence. Instead, the discussion is about the whole of Park Place. **Williams** agreed; OHIO is seeking innovative ideas for the space.

Changes to Benefits Presentation

- A senator asked for clarification about the numbers for FY17. Is it the actual numbers or the budgeted numbers? **Fialko** said the numbers provided are as current as possible; adjustments are made as claims are made. Fialko said the numbers shared are higher this year than the original budget estimates.
- A senator asked if we are planning to stay at 5% each year. Fialko said that this is the plan. OHIO intends to drive this down by having healthier employees, having employees pay more, and reviewing claims.
- A senator remarked that even 5% crowds out other things and faculty may be required to contribute more. **McLaughlin** noted that health care costs impacts the entire University budget. OHIO wants to slow down the rate at which health care costs are pushing out other expenditures. There will likely be increases in costs to faculty.
- A senator asked how much input does OHIO have in what Express Scripts determines as appropriate. Fialko noted that what is appropriate is determined by Express Scripts. The senator pointed out that trans students testosterone replacement therapy is different and Express Scripts doesn't take that into consideration; they will only use standard guidelines. **Fialko** agreed to look into it.
- A senator asked if changes to prescriptions is related to generic drugs. **Fialko** state that OHIO already has a generic-preferred program. A **senator** noted that prior authorization requires explanation about what has already been tried.
- A senator asked about what happens if there is off-label use that is working for a specific problem yet may not be the intended use according to Express Scripts. **Fialko** stated that appeals and negotiations will be with Express Scripts. There could be a situation in which the doctor disagrees and Express Scripts does not approve the drug. Fialko indicated that OHIO wants feedback about those situations.
- A senator asked, with the idea of step therapy being part of prior authorization, what happens if you have a life-threatening condition that can make the illness much longer or more costly with hospitalization. **Fialko** stated that we cannot guarantee that this is not going to happen; it is possible. This is a drawback of this scenario.
- A senator asked if the recommendations are tinkering to help with immediate, short-term problems. How can the university hit its goal? **Fialko** noted that the easiest way is to increase the premiums to faculty but OHIO does not want to do that. OHIO wants to do more than that. Other possibilities are trying to push out wellness initiatives. Fialko further noted that OHIO spends

quite a bit on wellness programs. Prior authorization will help contain costs by \$700,000. **McLaughlin** stated that the Benefits Advisory Council tries to balance how much increases would go into premiums and other services. Next year, Finance and Facilities could provide a general sense of the senate.

- A senator asked about the survey about benefits conducted previously. **Fialko** noted that the survey results indicated that employees asked for deductibles to go up rather than a monthly premium. This was true across all employee groups.
- A senator asked if there was ever a discussion of people paying differently across salary brackets. **Fialko** noted that there are 9 salary brackets; there are approximately 300 people in each. This has been discussed but there not enough people to impact the budget. There were also discussions about a percent of pay.
- A senator asked about the increase in costs to OHIO for offering long-term disability. **Fialko** noted that it was about \$40,000.
- As senator asked if he had any discussion with lawmakers about healthcare costs. **Fialko** said no, but he does interface with counterparts at other IUC universities.
- A senator noted that prescription costs will go up at a higher rate than medical costs. Is this why we looked at prescription costs for next year? **Fialko** said yes.
- A senator asked if people are happy with Express Scripts and if we are looking at new plans. **Fialko** said that OHIO will start planning an order to go out for bid soon. This will get ahead of the requirement that OHIO goes out for public bid soon.
- A senator asked if Well Works actually decrease expenses. **Fialko** stated that the easiest way to understand the answer is to look at members and their health care expenses. OHIO is working on trying to put together a report.

VII. Promotion & Tenure Committee (Ben Bates)

- ❖ No report

VIII. Professional Relations Committee (Sherrie Gradin)

- ❖ No report

IX. New Business

- ❖ None

X. Adjournment

- ❖ **Patton** moved to adjourn, seconded by **Duvert**. The meeting was adjourned at 9:36 PM.

Appendix A

Sense of the Senate Resolution to Commend the Board of Trustees on the Administration of the Presidential Search

Executive Committee

Faculty Senate

First Reading

February 6, 2017

Whereas Ohio University has recently completed a successful search for the twenty-first President of the University; and

Whereas the Board of Trustees conducted open forums on campus at the outset of the search in September and for each of the four finalists in January; and

Whereas the Board formed a search committee with representatives from the broad University community who helped determine the search finalists; and

Whereas as the Trustees welcomed feedback from all members of the community on those finalists; and

Whereas following the campus interviews, the Trustees reached out to dozens of individuals on campus by phone to discuss the finalists; and

Whereas, unfortunately, the importance of such an inclusive process is increasingly ignored in the State of Ohio and nationally in higher education; and

Whereas conducting an open and inclusive search is an important statement of the values of our academic community;

Be it resolved that the Faculty Senate commends and thanks the Board of Trustees for conducting the presidential search in a manner that respected all members of our community and valued their advice.

Appendix B

RESOLUTION ON ACADEMIC PARTICIPATION AND CHANGES TO “F” AND “W” GRADES

Educational Policy & Student Affairs Committee

Faculty Senate

First Reading

March 13, 2017

Whereas Ohio University faculty are not required to take attendance in their classes,

Whereas federal regulations require students to participate in classes in order to be eligible for federal student aid,

Whereas students who do not participate or who stop participating are subject to a recalculation of enrollment status, which may result in a change to their federal student aid,

Whereas the FN grade, failure due to never attending or participating in the class; the FS grade, failure due to stopped attending or participating in the class; and last known date of participation, were established in 1998 to accommodate “unofficial withdrawals,”

Whereas the instructor(s) assigned to a class has full responsibility for grading, and

Whereas any passing grade assumes the student participated in the class,

BE IT RESOLVED that the Senate endorses amending Ohio University Policy 12.040: Grading to include the following:

- F grade confirmation: The instructor will confirm the following when an F (Failing) grade is assigned, “Student completed the course and earned the F, otherwise an FN (Failure, Never Attended) or FS (Failure, Stopped Attending) would be assigned.”
- New WN grade, Withdrawn Never Attended, to indicate the student withdrew and never attended or participated in the class. This grade does not earn credit and is not used in the GPA calculation.
- Last known date of participation for withdrawn (WP/WF) grades: The instructor will enter the P, F, or N for withdrawn grades. If a P or F is entered, the last date of participation will be entered.

BE IT FURTHER RESOLVED that faculty are expected to make a reasonable effort through means such as dates of known attendance, submitted work, or communications to determine the last known date of participation. The registrar’s office, with faculty input, should offer guidelines of expected practice.

Appendix C

Benefits Advisory Council Update

Guiding Principles

- Eliminate structural deficits
- Avoid Affordable Care Act Cadillac Plan Tax (required by state law)
- Establish a maximum university contribution to the annual inflationary cost of benefits (no more than 5%) while minimizing the impact on employees.

Budget Projections and Cost Savings Needed to Maintain 5% Goal

	FY17 (Update)	FY18	FY19	FY20
Medical Claims	43,557,000	45,711,000	48,402,000	51,185,000
Rx Claims	11,986,000	13,264,000	14,789,000	16,490,000
Dental Claims	2,190,000	2,277,000	2,369,000	2,464,000
Fees/Other Ins	7,043,525	6,691,525	6,990,525	7,336,525
Total	64,776,525	68,003,525	72,550,525	77,475,525
Premiums	<u>(12,503,000)</u>	<u>(12,928,000)</u>	<u>(13,594,540)</u>	<u>(14,307,738)</u>
Claims + Fees Net Premiums	52,273,525	55,075,525	58,955,985	63,167,787
Percent Increase		5.3%	7%	7%
Savings needed to reach 5% goal		188,324	1,126,684	1,264,003
Three year cost containment need				2,579,0101

Benefits Advisory Council Recommendations

- Deductible, co-insurance, and premiums changes from original 3 year plan (see chart)
- Implement advanced utilization management programs to control/reduce prescription drug costs:
 - Step therapy
 - Prior authorization,
 - Drug quantity management
- Conduct a dependent eligibility audit
- Cease offering Eastern Campus HMO plan
- Increase long term disability monthly benefit maximum from \$6,000 per month to \$20,000 per month.

Original 3 Year Plan FY16 – FY17- FY18

Deductibles, Coinsurance Maximum, and Premiums will be adjusted as previously announced.

Options	FY15	FY16 (July 2015)	Current FY17 (July 2016)	FY18 (July 2017)
		Plan Change	Plan Change	Plan Change
Deductible	\$200/\$400	\$400/\$800	\$450/\$900	\$500/\$1000
Co-Insurance Maximum	\$1000/\$2000	\$1500/\$3000	\$1750/\$3500	\$2000/\$4000
Co-Insurance %	90%	85%	80%	No change
Office Visit Copays	\$20	\$25	No change	No change
Rx Retail Copays	\$10/\$20/\$30	\$20/\$30/\$40	No change	No change
Rx Mail Copays	\$15/\$30/\$45	\$25/\$35/\$55	No change	No change
Premium	15% - 15% - 15%	15%-16%-17%	15% - 17% - 19%	15%-17.5%-20%

Prescription Plan Changes

- Express Scripts Advanced Utilization Management
 - Drug Quantity Management*: aligns the dispensed quantity of a prescription medication with the FSA-approved dosage guidelines.
 - Example: For migraine therapy, most individuals normally do not require daily medication so DQM may set a normalized quantity for a 30 day period.
 - Example: Proton pump inhibitors to treat peptic ulcer disease. Most ulcers are healed within an eight week duration of therapy. Certain conditions such as erosive esophagitis may require continued therapy.
 - Step Therapy*: Promotes the use of clinically effective, therapeutically equivalent, and less costly alternatives where clinically available and appropriate.
 - Example: Non-steroid anti-inflammatory drugs (NSAIDs) for treatment of inflammation and arthritis pain. Traditional NSAIDs are available in generic form but can sometimes result in side effects such as stomach irritation. A newer NSAID may be appropriate for patients who have experienced side effects or already have a gastrointestinal condition.
 - Under Step Therapy a physician may be required to submit information regarding attempts to use first level medications/therapies in order for higher level medications to be approved.

Prescription Plan Changes

- Prior Authorization*: Requires pre-approval from Express Scripts in order for a medication to qualify for coverage under the plan.
- Prior Authorization parameters are developed by Express Scripts’ pharmacists and medical experts, and take into consideration
 - the desired outcome for the patient,
 - manufacturers prescribing guidelines,

- instances where compelling evidence in medical compendia indicate the drug works for a particular condition, and the value to the university benefit plan.
- Approximately 900 university employees and/or family members current receive a prescription impacted by prior authorization.
- Prior Authorization is already in place at other Express Scripts clients such as OPERS, STRS, and Ohio State.

Prescription Plan Changes

Prior Authorization Process:

- Beginning 60 days ahead of July 1, 2017 go-live date, Express Scripts will distribute letters to impacted individuals detailing the program and need for their physician to contact Express Scripts.
- Physicians encouraged to call Express Scripts to provide prescribing information.
- If a prescription does not meet the prior authorization guidelines, the physician should prescribe an alternative therapy/drug.
- Express Scripts has indicated they expect more than 50% of current prescriptions to pass the prior authorization request.

Prior Authorization Process:

- For new medications, physicians who use the Express Scripts e-prescribing system will already see prior authorization medications and alternatives.
- If they prescribe a medication requiring prior authorization, Express Scripts will reach out to the physician to obtain information necessary to fill prescription. Process normally resolved within 24 hours.

Prior Authorization – Potential number of individuals impacted - by common usage of medication:

Common Usage	# Patients
1 Erectile dysfunction	190
2 ADHD Stimulant	104
3 Asthma and/or COPD	99
4 Glaucoma	65
5 Type 2 diabetes	54
6 Chronic dry eye	52
7 Testosterone replacement	52
8 Acne	46
9 Obesity / weight loss	32
10 Rheumatoid arthritis / psoriasis / psoriatic arthritis / Crohn's /	25
11 Cholesterol	24
12 Irregular heartbeat / deep vein thrombosis	23
13 Blood clotting /anticoagulant/stroke prevention	22
14 Opioid dependence	20
15 Pain relief	17
16 Multiple Sclerosis	16
17 Narcolepsy / sleep disorders	16
18 Rheumatoid arthritis	10
19 Muscle disorders	7
20 Psoriasis (moderate to severe)	6
21 Psoriasis / psoriatic arthritis / Crohn's /	6

22 Osteoarthritis - Knee	5
23 Cancer	4
24 Growth hormone	3
25 Arthritis	1
26 Hepatitis C	1
27 non-Hodgkin's lymphoma	1
28 Osteoporosis	1
Total Patients	902

QUESTIONS
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